

Annual Report

Washington State Criminal Justice Training Commission

2009





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Message from the Director

This year has been unique as are all years; however, this one has perhaps been more complex and difficult than many in recent memory. Having said that, this has also been a year in which many things were accomplished and the quality of criminal justice training in Washington State is better than it has ever been. You will find in the enclosed report a summary of many of the outstanding achievements of the staff of the Washington State Criminal Justice Training Commission (WSCJTC). I realize that what we do involves a partnership with you, the customer, and I appreciate the fact that we are able to accomplish as much as we did this year even with dwindling resources. In large measure, I give credit to the staff and to our customers for working so hard.

I look forward to another year which carries with it great potential, opportunity, and excellent training. Do stay engaged with us as we move forward to offer better training than ever, which assists all of us in benefiting from the quality criminal justice system we have and the safety provided to all.

Michael D. Parsons, Ph.D.
Executive Director

Commission

RCW 43.101.020

Purpose

Provide programs and standards for the training of criminal justice personnel.

RCW 43.101.030

Membership

The WSCJTC shall consist of fourteen members, who shall be selected as follows:

1. The Governor shall appoint two incumbent sheriffs and two incumbent chiefs of police.
2. The Governor shall appoint one officer at or below the level of first line supervisor from a county law enforcement agency and one officer at or below the level of first line supervisor from a municipal law enforcement agency. Each appointee under this subsection (2) shall have at least ten years experience as a law enforcement officer.
3. The Governor shall appoint one person employed in a county correctional system and one person employed in the state correctional system.
4. The Governor shall appoint one incumbent county prosecuting attorney or municipal attorney.
5. The Governor shall appoint one elected official of a local government.
6. The Governor shall appoint one private citizen.
7. The three remaining members shall be:
 - a. The Attorney General.
 - b. The Special Agent in Charge of the Seattle office of the Federal Bureau of Investigation.
 - c. The Chief of the Washington State Patrol.

Craig Thayer, Sheriff (Chair)
Stevens County Sheriff's Office

Laura Laughlin, SAC
Federal Bureau of Investigation

Mike Johnston, Sergeant (Vice Chair)
Bellingham Police Department

Robert McKenna, Attorney General
WA State Attorney General's Office

John Batiste, Chief
Washington State Patrol

Thomas Metzger, Prosecuting Attorney
Pend Oreille County

Kevin Bovenkamp, Director
Department of Corrections

Jeffrey Myers, Chief
Hoquiam Police Department

Bill Boyce, Citizen at Large
Boeing

Ned Newlin, Chief of Corrections
Kitsap County Sheriff's Office

William Elfo, Sheriff
Whatcom County Sheriff's Office

Shon Small, Detective
Benton County Sheriff's Office

Anne Kirkpatrick, Chief
Spokane Police Department

Brenda Stonecipher
Everett City Council

Board on Law Enforcement Training, Standards, & Education

RCW 43.101.310

Purpose

Review and recommend to the Commission programs and standards for the training and education of law enforcement personnel.

RCW 43.101.315

Membership

The Board on Law Enforcement Training, Standards, & Education consists of thirteen members, appointed by the Executive Director and subject to approval by the Commission. Members must be selected as follows:

- Three must represent county law enforcement agencies, at least two of whom must be incumbent sheriffs.
- Three must represent city police agencies, at least two of whom must be incumbent police chiefs, one of whom shall be from a city under five thousand.
- One must represent community colleges.
- One must represent the four-year colleges and universities.
- Four must represent the council of police officers, two of whom must be training officers.
- One must represent tribal law enforcement in Washington.

The six officers under (a) and (b) of this subsection may be appointed by the executive director only after the Washington Association of Sheriffs and Police Chiefs provides the director with the names of qualified officers. The four officers under (e) of this subsection may be appointed by the executive director only after the council of police officers provides the director with the names of qualified officers.

Mike Harum, Sheriff (Chair)

Chelan County Sheriff's Office

Duane Kist, Officer

Kennewick Police Department

Mike Gaffney, Professor (Vice Chair)

Washington State University

Ozzie Knezovich, Sheriff

Spokane County Sheriff's Office

Martin W. Anderson, Sergeant

Spokane Police Training Center

Robert Maule, Sergeant

Tacoma Police Department

Denis Austin, Chief

Pasco Police Department

John Oliphant, Deputy

Spokane County Sheriff's Office

Michael Evans, Chief

Squaxin Island Police Department

Robert Perales, Chief

Granger Police Department

Linda Forst, Professor

Shoreline Community College

Linda Pillo, Chief

Bellevue Police Department

Anthony Hernandez, Sheriff

Jefferson County Sheriff's Office

Board on Corrections Training, Standards, & Education

RCW 43.101.310

Purpose

Review and recommend to the Commission programs and standards for the training and education of corrections personnel.

RCW 43.101.315

Membership

The Board on Correctional Training, Standards, and Education consists of fourteen members, appointed by the Executive Director and subject to approval by the Commission. Members must be selected as follows:

Three must be employed in the state correctional system.

- a. Three must be employed in county correctional systems.
- b. Two must be employed in juvenile corrections or probation, one at the local level and the other at the state level.
- c. Two must be employed in community corrections.
- d. One must represent community colleges.
- e. One must represent four-year colleges and universities.
- f. Two must be additional persons with experience and interest in correctional training standards and education.

At least one of the members appointed under (a) of this subsection and at least one of the members appointed under (b) of this subsection must be currently employed as front line correctional officers.

Victoria MacKenzie, Sheriff (Chair)
Clark County Sheriff's Office

Mary Ellen Reimund, Professor
Central Washington University

Mike Wait (Vice Chair)
King Co. Dept. of Adult & Juv. Detention

Dave Reynolds
Juvenile Court Administration-Whatcom

Bryan Davies
King Co. Dept. of Adult & Juv. Detention

Mike Whelan, Sheriff
Grays Harbor County Sheriff's Office

Margaret Gilbert, Associate Superintendent
WA Corrections Center for Women

Susanne White
Seattle Municipal Court Probation

Pat Love, Work Force Training Coordinator
Pierce College

Joel Wright, Sergeant
Monroe Correctional Complex

Robert Moore, Professor
Central Washington University

Trent A. Phillips
Juvenile Rehabilitation Administration

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Corrections Division

Strategic Planning

In 2008-09 the Corrections Division began a major strategic planning process in partnership with our stakeholders. This process included compiling a SWOT (strengths, weaknesses, opportunities, and threats) Analysis and a Job Task Analysis for each Basic Corrections Officers Academy. Work groups identified job competencies, key duties, and job tasks for newly hired correctional employees with revised performance objectives. A vision was created to establish a new standard of service delivery: "To provide nationally recognized high quality evidence based training, while effectively utilizing resources and technology, resulting in competent criminal justice professionals."

As a result of these strategic planning efforts, the February 2010 Corrections Officers Academy will pilot newly developed curricula. Problem Based Learning (PBL) will also be implemented into corrections academies, which is a team learning and problem solving process. This method is currently being used in the WSCJTC's Basic Law Enforcement Academy. The Corrections Division's goal is to have new curricula developed for all basic corrections academies, using the PBL format, and delivered by December 2010.

Corrections Officers Academy

The revised Corrections Officers Academy is well underway with a new format of problem based instruction and instructors. For the past year, COA students joined the Basic Law Enforcement Academy (BLEA) in formal inspections and daily flag ceremony. This focus prepares graduates for a command structure within their agencies.



The COA and the BLEA also partnered in various training activities. Teams from both academies worked together to conduct mock scenario training activities that included police recruits transferring offenders to booking scenarios run by Corrections students responsible for intake procedures. This hands-on training reinforced several key principles: communication, teamwork, and collaboration.

A "Dignitary Reception" has been started for the Corrections Officers Academy graduations. This affords Corrections Division staff an opportunity to update agency dignitaries on the graduating class, individual accomplishments, the class community project, and to answer questions. The Dignitary Reception addition to graduation has been positively received and will be continued in the future.

Corrections Division



Stakeholder Outreach

In September 2009, Pam Clark was hired as the Corrections Division Manager to replace Sue Hubbard who retired. It has been Pam's focus to be engaged with stakeholders through site visits and being a viable resource for the corrections community. This outreach has carried over to the corrections division staff through weekly updates to respective agencies regarding student progress. Students journal for self reflection and correspond with their agency while at the academy on a regular basis. These outreach activities have been well received by stakeholders.

Board on Corrections, Training, Standards, and Education (BCTSE)

In 2009, the physical ability test (PAT) for Juvenile Corrections Officers was modified from 15 pushups to 10 pushups. This came after lengthy discussion between WSCJTC staff and Juvenile Court Administrators, and a formal proposal was then submitted to the BCTSE. Final approval was given by the WSCJTC, and the PAT changes were implemented for the December Juvenile Corrections Officers Academy.

At the BCTSE meeting in November, the Corrections Division proposed a standardized equivalency process for all basic corrections academies. Equivalency candidates will be required to take an Equivalency Core Examination and those passing will receive equivalency status. Candidates failing the Equivalency Core Examination will then be required to attend the full academy.

Student Community Projects

We continue to uphold a long-standing academy tradition of service to our local community for personal growth and professional development. Students regularly volunteer to participate in local community service projects while attending basic corrections training. For many of our students, their motivation is much more personal. Often times they identify with a particular cause or issue because a family member has been affected by a particular type of problem or issue. Whether gathering pet supplies for animal shelters, or winter coats and blankets for underprivileged children, our students help others and create partnerships with charitable organizations.



As a community project, students often enjoy sharing their time with the residents at a senior living community in Normandy Park.



Basic Law Enforcement Academy

Memorializing Fallen Colleagues

The memorial wall in the WSCJTC Rose Garden was the scene of several ceremonies during 2009. In recognition of Law Enforcement Memorial Week, the academy staff, guests, and students gathered on May 13 to add the names of fallen colleagues from 2008. This included Skagit County Deputy Anne Jackson, US Forest Service Officer Kristine Fairbanks, and Ellensburg PD Sergeant Nelson Kai Ng. Later in the year, additional ceremonies were held to honor Lewis County Deputy Mike Gallagher and Seattle PD Officer Timothy Brenton.



Academy staff and students attended memorial services for Officer Brenton in November and for Lakewood PD Sergeant Mark Renninger, Officer Tina Griswold, Officer Ronald Owens, and Officer Greg Richards in December.

The national memorial in Washington DC has these words carved in the stone of the wall...

It is not how these officers died that made them heroes, it is how they lived.

Fleet Upgrades

The BLEA fleet consists of approximately 20 patrol vehicles and assorted unmarked cars. During 2009, a major push was undertaken to replace and upgrade as many cars as possible as some of the cars in the fleet were over 16 years old. More than half of the cars were replaced with donations from Fife, Everett, Medina, Kirkland, Lakewood, Kent, Washington Department of Fish and Wildlife, and Federal Way. Equipment and repair service was supplied by the Kirkland and Federal Way fleet mechanics. This upgrade supplied students with much better equipment and safer cars. TAC Officers Tony Nowacki and Tom Arnold have been the driving forces behind the fleet management upgrades.

Problem Based Learning

As mentioned in the 2008 Annual Report, problem based learning is more than just a reality; it is a way of business. Beginning with class 639, in late 2008, the curriculum has been working all year long. Early challenges have been overcome and staff members, working with the Development, Technology, and Standards (DTS) Division, have completed a revision of the program with feedback from the many students who have completed the BLEA 3 course. Working with the Washington Association of Sheriffs and Police Chiefs and the DTS Division, the message has been taken out to the chiefs, sheriffs, and trainers in the field to advertise the product and seek additional feedback. All indications are that the transition has been successful, test scores are consistently high, and students are bettering their problem solving skills.

Basic Law Enforcement Academy



TAC Staff Star in Video Productions

TAC staff members were enlisted to star in the production of two major video projects. One project used a number of TAC officers and others from around campus and the public safety community to produce videos for use online in conjunction with Safe Call Now. These videos portray public safety personnel in crisis and provide needed advice and information about services available through Safe Call Now. Another project involved the core block instructors demonstrating desirable skills in areas including: Building Search, Traffic Stops, Crisis Intervention, High-risk Vehicle Stops, and Field Interviews. These videos will be used to train both instructors who teach and monitor scenarios and to show students the best practices approach to a scenario as demonstrated by the subject matter experts.

Mock City Cameras Updated

The Mock City camera system underwent a simple, but important, overhaul with the assistance of the Facilities staff. In order to better capture training scenarios for review and improvement, additional cameras were put in place, power and security were improved, and the recording system was updated to capture the video on disks. This will allow the Defensive Tactics cadre to review the videos more easily than the former VHS system. The old tapes, which took up a lot of space, were expensive, increasingly hard to find, and had to be converted to DVDs to send out to agencies, were replaced with digital media at a reduced cost per disk. All in all, this project will save many hours of labor and significantly reduce storage space. Officer Michael O'Neill and Sergeant Rich Phillips were instrumental in making this happen.

Community and Campus Projects

Historically, each class that attends the BLEA completes a campus project and a community project. One campus project that exemplifies the spirit of bettering the campus was done by class 643. The entire class worked together to create four large pieces of art depicting fallen officers from around Washington State. Each member of the class took part in drawing portions of the art work which were then mounted on a shield-shaped backing and hung in the gymnasium as a memorial for all to see. One of these shields depicts fallen Seattle Police Officer Antonio Terry. His widow, Cheryl Terry, visited the campus and spoke with students when the artwork was unveiled.



Examples of the community projects include clothing drives for charity, collecting cell phones for Domestic Violence programs, and pet food drives for local shelters.

"Practice What You Preach" ~ Suspect Captured on Burien Campus

On March 26 the BLEA campus received an unexpected visitor: a suspect fleeing the Normandy Park police after breaking into two homes. Unfortunately for the 21 year old male suspect, the academy staff and senior class were participating in what are known as "Patrol Beat Mock Scenes", a daylong exercise in which recruits patrol the campus facility in marked academy police cars responding to simulated calls for service.

The suspect was later caught by academy staff in the neighborhood bordering the campus after interrupting a training scene on campus. He had committed two residential burglaries, escaping the second one by diving out of a closed window injuring his hand. The stolen property he took, including a handgun, was recovered at the scene.





Basic Law Enforcement Academy

Reserve Academies

Reserve Academy Coordinator Tisha Ehret completed the curriculum review and implementation for the Reserve Academy and finalized the testing protocols begun in 2008. A total of 12 classes were held reaching 128 students at agencies around the state.

Equivalency Academies

Three equivalency academy classes were held at the Burien campus with a total of 97 students.

Limited Authority Academy

Working with the Liquor Control Board and Department of Corrections, one session of the 440-hour Limited Authority class was held at the Burien campus for 11 students. Six LCB and five DOC agents attended the course. LCB Sergeant Dee Johnson was the primary TAC officer for this class.

Wait List Eliminated

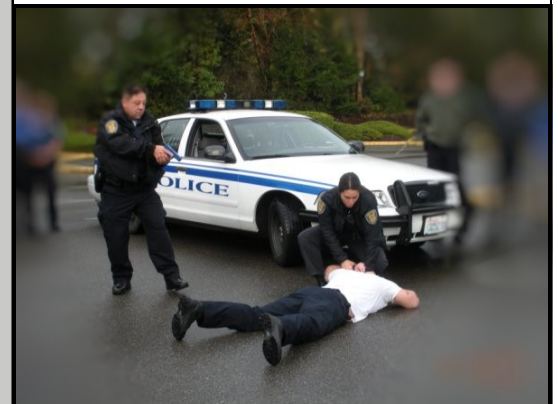
The student count for the year was lower than in the recent past. Several classes were cancelled due to low enrollment numbers as the national economy slowed. On a positive note, however, many non-mandated agencies that had difficulty getting students enrolled in classes in the past were able to get recruits into the BLEA. These agencies included various tribal police agencies and Washington State Parks.

The following TACs returned to their home agency in 2009.
Thank you for your dedication and service!

Officer Rick Bourns, Seattle PD
Corporal Dave Deffenbaugh, Bellevue PD
Officer Jeff Eddy, Renton PD
Officer Ken Henson, Lakewood PD
Officer Stuart Hoisington, Tacoma PD
Officer Randall Huserik, Seattle PD
Sergeant Dee Johnson, Liquor Control Board
Corporal Monica Matthews, WSP
Officer Kelly Pitts, Monroe PD
Officer Ron Tennyson, Tacoma PD



TAC Officer Corporal Monica Matthews (WSP) instructs Class 655 students in Standardized Field Sobriety Testing.



TAC Officer Susanna Monroe (Seattle PD) instructs Class 655 recruits in proper techniques for High Risk Vehicle Stops.



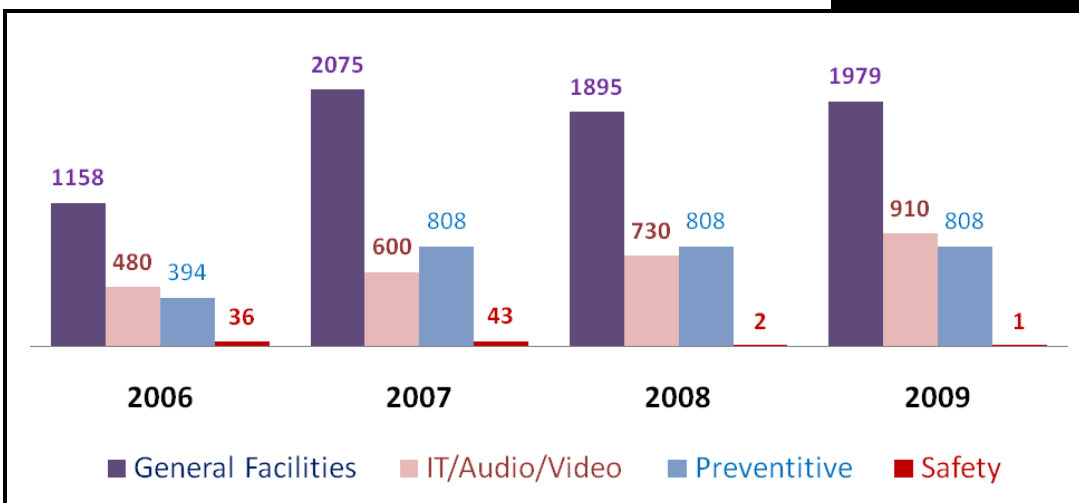
TAC Officer Joel Turner (Yelm PD) providing range instruction to Class 656 students on proper use of barricades.

Facilities Division



The Facilities Division has remained busy during the past year. While capital projects have slowed, as we wrapped up the past year, Facilities has used this opportunity to focus on the small things that we feel set us apart from others and provide a quality training environment. Much of the focus this past year has been on grounds improvements, which is an area most folks do not normally notice. There has been a lot of work removing dead and hazardous trees and improvements to existing outdoor areas.

There have been a total of 3,698 work orders completed this year, which is a new, single year high for completed work orders. During the past year we have evaluated the use of space as we combined two divisions. The combining of these two divisions provided the opportunity to assess space needs and make several office moves. An added benefit to moving so many staff and office spaces was the opportunity to remodel several areas: paint and lay new carpet. The graph to the right represents work order trends for the past four years.



The design phase of the new dormitory was completed, and we look forward to someday adding this structure to our facility. The master plan for the WSCJTC was completed, approved, and filed with the City of Burien ensuring the agency will have the approval for future expansion.

Old monitors that displayed daily events and room assignments were replaced with larger LCD monitors that were outfitted with power antennas enabling us to broadcast local events in the lobby areas. These monitors were relocated in both the Cascade Center and the Olympic Building making them easier to use and provide better service to customers.



The Cascade Building was retrofitted with a new lighting system to reduce energy usage by 66 percent. The upgrade replaced the 1990 metal halide light fixture components with hardware to accept compact florescent lamps. This reduced the energy consumption of 68 fixtures from 90 watts to 30 watts. The lamps can easily be replaced in the future as LED lighting improves to reduce energy consumption further.

Water sensors were installed on the irrigation control to save water. This feature prevents specific portions of the irrigation system from turning on when it has recently rained.

The parking lot lighting control system was replaced with an auto-adjusting timer. The old controller was operated by photocell and would often turn on during the day when there was dark cloud cover. The new controller operates automatically by adjusting the on/off schedule each day according to sunrise and sunset.



Facilities Division

We launched a new Learning Management System (LMS) in November to replace an aging records management system. The LMS brings updated web-based processing of student applications and online registration for classes offered by the WSCJTC. In addition to allowing us to consolidate several student, agency, and facility databases into one central database, the LMS also ties in our applications in e-Learning (Adobe Connect) and will also serve as a new method of delivering online courses to supplement the systems we currently have in place.

We are working with a new web developer to redesign our agency website. With the implementation of our new blogs, the redesign will also introduce updated web technologies to help with the website's organization, navigation, and general look and feel. A content management system will be the core of the redesign, allowing for a more intuitive way of updating the website in the future – this includes giving the ability for agency staff to update the webpage directly and update content without the need to contact the webmaster.



Financial Services

Total funds appropriated in the WSCJTC's 2009 operating budget were \$28,852,000. Of that, \$18,011,146 is pass-through funding to organizations such as the Washington Association of Sheriffs and Police Chiefs (WASPC) and Washington Association of Prosecuting Attorneys. Funding for minor works capital projects included funds for upgrades to rooftop HVAC units, exterior lighting, and security system upgrades. Funding was also provided for the pre-design work on a proposed replacement dormitory to be built on the Burien campus to house students while attending mandated basic training. In addition, capital funding was provided for the state school mapping project which is administered by the WASPC.

With the prolonged slowing of the economy and significant reduction of revenue collected by the state, the Governor and Legislature initiated freezes on hiring, out of state travel, equipment purchases, and entering into personal service contracts. These freezes and anticipated savings resulted in a \$19,000 reduction to the WSCJTC budget in the 2009 supplemental budget. In addition, the BLEA budget was reduced by \$125,000 in the supplemental budget. This reduction was due to the declining demand from local law enforcement agencies to send new hires to the Basic Law Enforcement Academy.

The WSCJTC, as with all of state government, is in a very challenging time to retain sufficient funding to maintain existing training programs. The state is facing growing revenue shortfalls in Fiscal Year 2010 and beyond. It is expected that the WSCJTC will face greater budget reductions in the 2010 legislative session as the Governor and Legislature must cut expenditures and programs to balance the state budget. The WSCJTC will try to minimize the effects of funding cuts to training programs as much as possible, but the reality is funding cuts will have a negative effect on training. The WSCJTC has always strived to offer training in the most economical fashion and continues to use best practices and partnerships to limit expenses and meet customer needs.

Development, Training, and Standards Division



Telecommunications

The Telecommunicator Program Office is a project sponsored primarily by the Washington State Dept. of the Military, E911 Office. The Program has been a project located at the WSCJTC since 1994.

With the renewal of the biennial interagency agreement contract with the State E911 Office, the Telecommunicator Program has been able to offer more training courses for public safety communications personnel.

The following courses were offered during 2009:

- Telecommunicator I – Basic Call Receiver (40 Hours)**
- Telecommunicator II – Basic Law Enforcement and Fire Dispatcher (40 hours)**
- Telecommunicator III – Basic Emergency Medical Dispatcher (32 hours)**
- Telecommunicator IV – Survival Communications (24 hours)**
- Communications Training Officer (32 hours)**
- Advanced Communications Training Officer (New course for 2009) (24 hours)**
- Communications Center Supervisor (80 hours)**
- Problem Based Learning Facilitator (32 hours)**

In addition, Project Manager Cory Ahrens completed the revision of Telecommunicator II that will include a four-to-five hour inclusion of a Stress Management Master Class and an Overview of Critical Incident Stress Management section. The Stress Management materials have also been repackaged into a standalone four-hour Stress Management course.

Tactical Tracking Operation School is Paying Off

For the last several years, the WSCJTC has used funding to combat methamphetamine through Tactical Tracking Operation School classes. In the basic course, officers are trained how to safely track individuals and small groups through rural environments in organized tracking teams. In the advanced class, officers learn backtracking, covert observation skills, and rural engagement techniques. Multiple law enforcement agencies across the state have established operational teams that have been involved in a multitude of activities and advanced training.

In June agencies ran a training scenario involving suspected terrorists who crossed the Strait of Juan de Fuca, ditched the boat on the Washington shore, and moved inland on foot. The exercise involved resources of multiple state, federal, and tribal jurisdictions working together to track and eventually apprehend the four individuals. In August the Suquamish Team assisted law enforcement agencies in the tracking, finding, and eradication of an estimated \$21 million dollar marijuana grow operation on the Colville Indian Reservation. The tracking team followed trails left by the “farmers” to find multiple groves. Teams have found multiple meth dumps and made one arrest on a would-be drug dealer that just happened to schedule a sale on a rural road during a training exercise. Tactical Tracking Teams have been used to reconstruct crime scenes and gather evidence in two officer homicides and multiple missing person investigations across the state. In October a competition was held with teams from across the state and one team from the British Jungle Warfare School in Brunei. Teams competed for two days culminating in the tracking of two individuals across several miles of sage flats outside of Moses Lake. The British team won by a few minutes.

This training has been popular and successful in finding and catching rural drug manufacturers and growers with benefits extending far into other aspects of law enforcement duties.



Development, Training, and Standards Division

Division Merge

This year, innovation and consolidation necessitated the Organizational Development and Standards Division (ODS) merge with the Professional Development Division (PDD) to increase efficiency and customer service. This new division: Development, Training, and Standards (DTS), worked hard to leverage a greater variety of skills, research, and technologies for course development and delivery. During 2009, the DTS Division started and completed a number of exciting long term projects.

Corrections Officers Academies Curriculum Rewrite

Problem Based Learning (PBL) in the Corrections Officers Academy (COA) began in October 2009. With the foundational curriculum work completed in the Basic Law Enforcement Academy (BLEA), the DTS Division, in partnership with the Correction Division staff, is managing the rewrite of the Corrections Officers Academies curriculum. The DTS Division started this process by inviting key decision makers to the table to discover what they believed the Corrections Division's strengths, weaknesses, threats, and opportunities are. The next step was to develop a Job Task Analysis for each Corrections Academy to determine where the gap was between what the WSCJTC was teaching and what the officer's task was in the field. When this process was completed, the DTS Division began the curriculum development process. With the goal to better prepare and develop a product to enhance the students learning, a new method of instruction and learning will be deployed to sustain critical thinking, analysis, effective communications skills, and the development of lifelong learning skills. The desired goal will be to have the new curriculum developed, implemented, and evaluated in the Corrections Officers Academy by the end of 2010.

Basic Law Enforcement Academy (BLEA)

The DTS Division continued to combine technology with innovative instructional and learning methods in the Basic Law Enforcement Equivalency Academy project. The DTS Division, along with the Board on Law Enforcement Training, Standards, and Education, gathered feedback from many stakeholders to design a new approach. The WSCJTC designed an e-Learning, classroom hybrid approach for the equivalency academy. Building upon success in the academic world, the DTS Division believes that better critical thinking will be enhanced as well as a greater connection to the field training program will be the result. E-Learning is not a new approach to the academia world. E-Learning or online learning has been deployed with great success and has been shown that the student cognitive learning and critical thinking has increased based on a solid e-Learning approach. The DTS Division is a good example of the e-Learning approach. The DTS Division is currently utilizing the e-Learning instructor interactive approach for our online leadership courses and have received positive feedback regarding the curriculum, online platform, and learning.

In addition, with the e-Learning approach, the WSCJTC is implementing PBL strategies as well. Online PBL is a natural fit for student centered learning. Although online learning requires the student to be self-disciplined and self-lead, PBL will draw out the critical thinking skills required by the officer to solve the ill-structured problems. The process will challenge the officer in the equivalency academy by utilizing their skills they have already developed in their careers. This will enhance the development of new skills and abilities that they will be able to retain longer as they move through their career.

Development, Training, and Standards Division



BLEA Enhancements

The DTS Division is continuously working on evaluating and maintaining the course materials, ensuring the feedback from the BLEA students and staff is documented, and, if necessary, incorporated. Based on that documentation and ongoing formal and informal conversation with staff, enhancements are continuously made to the curriculum so that the students are receiving the best learning environment possible. An example, the BLEA staff have added eight more hours of report writing and four additional hours of training in communication and emotional intelligence skills. In addition to the enhancement of the curriculum, each student receives the curriculum on thumb drives. This gives the student more efficient access to the entire curriculum provided in the BLEA.

Spokane Regional BLEA

In partnership with the Spokane Regional BLEA Staff, the DTS Division worked closely to develop staff for the implementation of the PBL curriculum. Spokane hosted an Advanced Instructor Development class to build the BLEA instructors skills and knowledge on PBL. The WSCJTC will host future Advanced Instructor Development classes to ensure all BLEA staff have the opportunity to gain the skills and knowledge in PBL. In addition, the DTS Division is working with Spokane BLEA staff to ensure instructors and recruits have consistent, updated, and research based curriculum.

Regional PBL Courses

The DTS Division held several meetings and conferences and published reading materials and journal articles to ensure that our stakeholders know as much as possible about PBL and how the WSCJTC has implemented this higher level of facilitation to our students. Efforts will continue to ensure we keep information flowing on the implementation of this cutting-edge delivery. There are several additional meetings, seminars, and articles planned for 2010.

The DTS Division is open to any questions, concerns, or feedback regarding PBL. We are continuously looking for ways to improve the delivery and successful outcome of all students that attend the basic academies and advanced classes. Please feel free to contact the DTS staff if you have further questions, or if you want to become more involved in future curriculum development.

Pre-supervisor Course

Agencies typically promote people to a supervisory position based upon their demonstration of the technical competencies required at the line level, not because of their ability to handle the demands of supervision. The world of the supervisor is significantly different from that of the line worker. All too often, the newly appointed supervisor subsequently finds him or herself immersed in a 'world' he or she didn't anticipate and/or doesn't understand. The result is often a well-intentioned but ineffective supervisor who is unprepared for the 'realities' of supervision. The transition from effective line worker to effective supervisor is a difficult and challenging one.

The WSCJTC began the development of a pre-supervisory course. This pre-supervisor's course is designed to acquaint the prospective supervisor with an awareness of the demands and functions of the world of supervision. Participants will be confronted with a variety of 'real life' supervisory scenarios and asked to evaluate and strategize how they might be understood and



Development, Training, and Standards Division

resolved. This course is more about identifying the systemic functions of supervision rather than developing specific supervisory skills the participant may or may not use dependent upon promotional opportunities or personal incentive. It is intended to promote an understanding of the role of the supervisor, an awareness of what the student brings to the position, and what that 'fit' looks like. It should provide both the student and the organization a realistic framework from which to decide if this is a direction they wish to pursue.

Participants Develop an Awareness of:

- The 'world' of the supervisor both in terms of its 'challenges' and 'opportunities.'
- Their personal assets and liabilities as they relate to supervision.
- The systemic forces that often fragment organizations and work units, and create internal conflict.
- An understanding of the challenges the first line supervisor faces in creating 'organizational partnership' at all levels.
- How to create an agency culture that promotes and enhances teamwork and collaboration.
- The role of 'conflict' in an organization and how it can help or hinder in moving toward mission accomplishment.
- Their 'Emotional Intelligence' and how it applies to the world of supervision.

The goal will be to have the pre-supervisory pilot course delivered by the end of March 2010.



Instructor Development II / Advanced Instructor Development Course



FTO Workshop

Development, Training, and Standards Division



Crisis Intervention Training (CIT)

In 2008, the WSCJTC, in partnership with multiple stakeholder groups, developed a model curricula and policies for police agencies to use in enhancing their ability to deal with individuals in mental health crisis. After developing this curriculum, three pilot courses were conducted in Kennewick, Lakewood, and Poulsbo. In Fiscal Year 2009, the WSCJTC received \$306,000 to implement the training statewide. A half-time coordinator was assigned from the DTS Division to facilitate this program.

In looking at the funding level and prevailing conditions, it was determined that an aggressive expansion was needed. This was accomplished by expanding and supporting existing programs and by encouraging and supporting new programs across the state. Past and present CIT training coordinators were contacted and asked what support they would need to expand their present programs. The program was marketed at the Fall Washington Association of Sheriffs and Police Chiefs (WASPC) Conference. In addition, the DTS Division met with command staff in Skagit County, Spokane, Clark County/Vancouver, and Aberdeen. We also held a meeting of CIT coordinators in Yakima in conjunction with one of Yakima's CIT basic courses. At this time the coordinators shared what was working and what support they needed to continue to enhance their programs. The WSCJTC also identified a deficiency in training opportunities in regards to juvenile mental health issues and funded curricula development and an online course for juvenile corrections workers.



At the end of the fiscal year, we had supported and contributed to 19 separate CIT basic trainings in the following 12 locations: Wenatchee, Clark County/Vancouver, Skagit County, Yakima County, Grays Harbor County, Olympia, Tri-Cities, Spokane, Snohomish County, Cowlitz County, Port Angeles, and Poulsbo.

A total of 388 police, corrections, and mental health professionals received the full CIT training at one of the 12 locations across the state. Two of the former pilot programs, Poulsbo and Tri-cities, each held two trainings this year. Two students from Snohomish County attended the Wenatchee training in the fall, then returned to their command staff and arranged the first CIT training for Snohomish County.

In addition, we supported two advanced CIT trainings; one in Wenatchee and another in Clark County. Officers received advanced training in Post Traumatic Stress, Veteran's Issues, and Hostage Negotiations. Ninety-one students participated in the advanced training.

Funding for the program has been diminished significantly this year but the WSCJTC is still advocating and looking for alternative funding sources to continue this important program.



Development, Training, and Standards Division

2009 Instructor of the Year

The WSCJTC awarded the 2009 Instructor of the Year Award to TAC Officer Jeff Eddy. Officer Eddy is from the Renton Police Department and has been a TAC officer at the Basic Law Enforcement Academy (BLEA) for five years.

Officer Eddy was nominated by two of his peers, including the BLEA Commander. Officer Eddy has been instrumental in the development of the PBL curriculum that the BLEA has implemented. He worked closely with fellow TAC Officer Deputy Seth Grant, of the King County Sheriff's Office, to pilot the PBL for BLEA Session 625. Officer Eddy has led the efforts in transition to the new curriculum and has shown dedication and excellence as an instructor.

Officer Eddy's keen intellect and mentoring skills make him an instructor that is frequently sought out to answer questions from students and agencies throughout the state. He has always been one to jump in and help a colleague solve a problem or offer solutions.

Officer Eddy's contract with the BLEA recently ended; therefore, he has returned to the Renton Police Department. He will be greatly missed.

Congratulations Officer Eddy and thank you for your dedicated service!



~ Honorable Mention ~

Also nominated for the 2009 Instructor of the Year Award were:

Paul Dudley, Defensive Tactics for the Basic Law Enforcement Academy

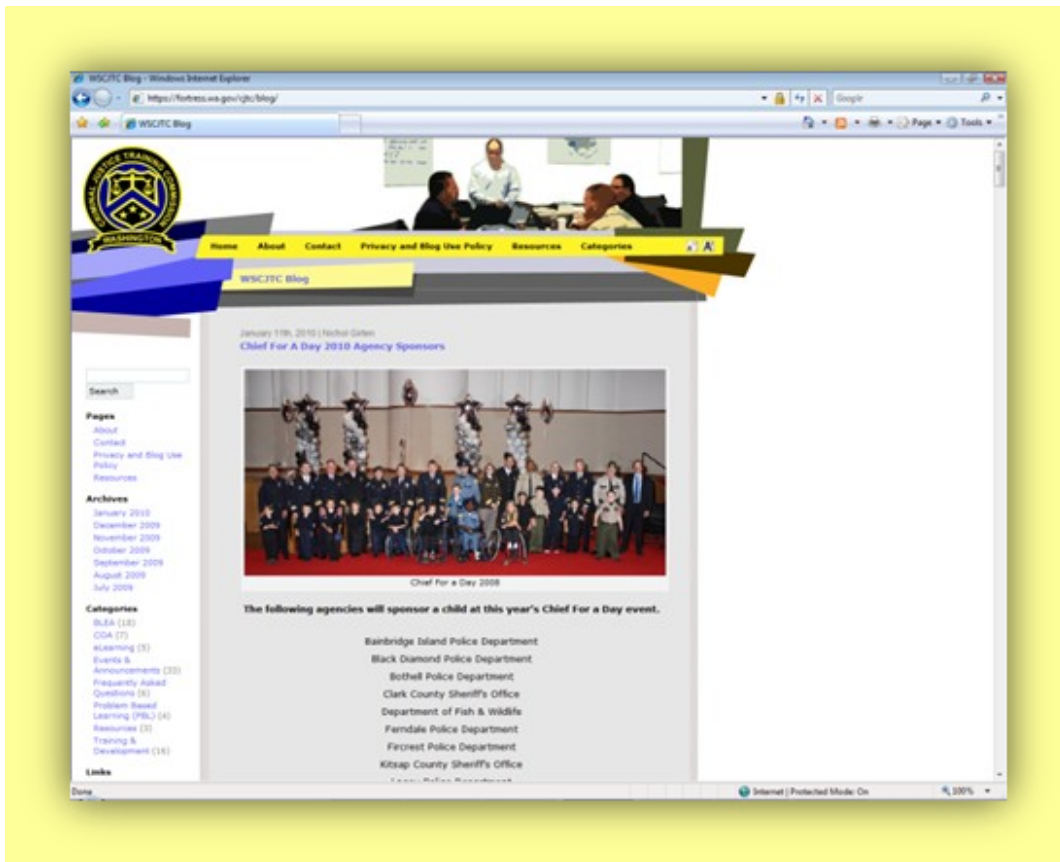
Allen Gill, Defensive Tactics for the Basic Law Enforcement Academy

Mike Prim, Instructor Development Program

David Smailes, BAC Instructor

Jeff Slotnick, Private Security Certified Firearms Instructor

Development, Training, and Standards Division



WSCJTC Blog

The blog is an illustrative form of communication for our stakeholders, customers, and community to stay apprised of the academies, courses, and trainings that we offer and to showcase innovative training for law enforcement professionals. The blog is an opportunity to communicate all of the new and fantastic things the WSCJTC does with and for the law enforcement and corrections communities, not only in Washington State, but also share the strides we are making in improving criminal justice training in general. It is also a way to highlight the behind-the-scenes work we do at the WSCJTC.

Since the blog started in July 2009, there have been over 1489 visitors and approximately 50 comments have been posted. The different topics highlighted on the blog range from [How do I become a 911 Dispatcher](#) to [Recruit Life](#), which is a piece written by a recruit about their experience at the academy. Other topics include posts about field trainer workshops, charity events, guest speaker conferences, and eLearning - just to name a few.

There are a variety of topics that can be posted on the blog. If your agency is having an event such as a charity fundraiser, a seminar, or hosting a class, those are topics that are great to post on the blog. It is just another form of communication for your agency to reach out to the criminal justice agencies and the communities they serve.

To view the blog, please visit <https://fortress.wa.gov/cjtc/blog/>.



Certification

Law Enforcement Officers

During the 2009 Calendar Year, 453 Washington law enforcement officers were granted peace officer certification:

Basic Law Enforcement Academy graduates	316
Equivalency Academy graduates	68
Washington State Patrol	35
Tribal Law Enforcement Officers	34
Administrative Exemptions	2

During this same period, other certification activities included:

Cases referred for certification action	33
Declined to take action on officer's certification	18
Application for certification denied	29
Certifications revoked	11
Active cases / action pending	21

Reserve Law Enforcement Officers

The WSCJTC provides the training curriculum and testing for reserve law enforcement officers. As previously stated, 12 reserve academies were held across the state and 128 reserve officers graduated.

K-9 Certifications

Certification of K-9 teams became mandatory in 2004. There were 48 K-9 teams certified in 2009, and the breakdown is below:

Patrol	13
Narcotics	25
Bomb/Explosive	7
Patrol/Narcotics	3

Career Level Certifications

A change in the RCW and WAC required first level supervisors and middle managers in law enforcement and corrections to meet certain training standards to achieve career level certification.

First Level Supervision	202
Middle Management	41
Corrections first level	8
Corrections Middle Management	4